

PAY DIFFERENTIAL 352
RECRUITMENT AND RETENTION DIFFERENTIAL PAY - DEPARTMENT OF
FINANCE – BARGAINING UNIT 1 AND EXCLUDED

Established: 07/01/07

Revised: 05/01/10, 03/01/18

CLASS TITLE	CLASS CODE	CB/ID	RATE	LOCATIONS
Accountant Trainee**	4179	E97	2	C
Accounting Administrator I (Specialist)**	4552	E97	2	C
Accounting Administrator I (Supervisor)**	4549	E98	2	C
Accounting Administrator II**	4542	E98	2	C
Accounting Administrator III**	4545	E99	2	C
Accounting Analyst**	4582	E97	2	C
Assistant Administrative Analyst -Accounting Systems-**	5306	E97	2	C
Assistant Finance Budget Analyst	5268	E97	2	A
Associate Administrative Analyst -Accounting Systems-	5304	E97	2	C
Associate Finance Budget Analyst	5267	E97	2	A
CEA (*see working titles below.)	7500	E99	2	A and C
			1	B
Financial and Performance Evaluator I, Department of Finance	5432	E97	1	B
Financial and Performance Evaluator II, Department of Finance	5426	E97	1	B
Financial and Performance Evaluator III, Department of Finance	5427	E97	1	B
Junior Staff Analyst (General)	5156	E97	2	A
			2	C
Manager-Financial and Performance Evaluator, Department of Finance	5429	E99	1	B
Principal Program Budget Analyst I	5270	E79	2	A
Principal Program Budget Analyst II	5271	E79	2	A
Principal Program Budget Analyst III	5273	E79	1	B
			2	A
Senior Administrative Analyst -Accounting Systems-	5302	E97	2	C
Staff Administrative Analyst -Accounting Systems-	5303	E97	2	C
Staff Finance Budget Analyst	5266	E97	2	A
Supervising Administrative Analyst Accounting Systems	5301	E99	2	C
Supervisor-Financial and Performance Evaluator, Department of Finance	5428	E98	1	B

*CEA Working Titles Eligible for Rate 1 at Location B	*CEA Working Titles Eligible for Rate 2 at Location A and C
CEA Incumbents performing the duties of: Chief of Office of State Audits and Evaluations Assistant Chief of Office of State Audits and Evaluations	CEA Incumbents performing the duties of: Chief Economist Chief of Financial Research Chief Operating Officer Chief, Administrative Services

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	Chief of Fiscal Systems and Consulting Unit/CalStars Program Budget Manager or Assistant Program Budget Manager for: Administration, Budget Operation Support, Business, Transportation and Housing, Corrections/General Government, Education, Health and Human Services, Resources/Energy and Capitol Outlay.
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1. RATES FOR LOCATION B		EARNINGS IDS
1.1	5% per pay period. (5% Non-PERSable)	8FN1
1.2	10% per pay period. (5% PERSable and 5% Non-PERSable)	8FN2 (PERSable) and 8FN1 (Non-PERSable)
1.3	10% per pay period. (10% PERSable and 0% Non-PERSable)	8FN3
2. RATES FOR LOCATION A and C		EARNINGS IDS
2.1	10% per pay period. (5% PERSable and 5% Non-PERSable)	8FN2 (PERSable) and 8FN1 (Non-PERSable)
2.2	15% per pay period. (10% PERSable and 5% Non-PERSable)	8FN3 (PERSable) and 8FN1 (Non-PERSable)
2.3	15% per pay period. (15% PERSable and 0% Non-PERSable)	8FN4

LOCATIONS	
A	Budgets
B	Office of State Audits and Evaluations
C	Fiscal Systems and Consulting Unit

CRITERIA
<p>The purpose of this Recruitment and Retention Differential for Department of Finance staff in Budgets, Office of State Audits and Evaluations (OSAE), and the Fiscal Systems and Consulting Unit (FSCU) is to attract and retain qualified staff in critical budget and fiscal programs.</p> <ul style="list-style-type: none"> Classifications listed with a double asterisk (**) will not be eligible for this pay differential after 6/30/2021. Effective 05/01/10, an employee who is appointed into a class title listed for locations A, B, or C shall receive Rate 1.1 or 2.1 for 12 months before moving to Rate 1.2 or 2.2. Upon completion of 12 months at Rate 1.2 or 2.2, the employee will move to Rate 1.3 or 2.3. If an employee promotes out of an eligible class into another eligible class (with the same rate) the employee's salary and anniversary date shall be retained. If an employee promotes out of an eligible class into another eligible class (with a higher rate) the employee shall be eligible for the higher rate. If an employee terminates, transfers out of an eligible class, or is discharged the differential shall be discontinued. An employee in a class receiving a differential under these criteria, who is then promoted to a higher class (defined by DPA Rule 599.666), within the same location, shall move by DPA Rule 599.676 from their base salary to compute the appointment rate. Only the maximum base salary rates for the classes are to be used when determining salary relationships between

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- classes.
- An employee on a Training and Development Assignment to one of the above classes is not eligible for this pay differential.

Application of this pay differential is at the discretion of management, based on the recruitment and retention issues for these classes.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	See Rates

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	N/A
NDI	Yes - Excluded
SDI	Yes - Rank and File
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

* Retired Annuitants are not eligible unless appointed under Government Code 21232.